



KLR Consulting

Inspiring Success in Your Leaders and Teams

The Fraser Institute | Success Story

"Your energy and optimism...are just so encouraging. You have continued to shape how I organize my weeks, how I give myself time off and when I make myself push through things (and stop multitasking!). Twice this week I was at the fitness club by 7:00 am...and the weather has been frigid, snowy, blustery, dark and yet I power on out with a smile on my face."

~ Deani A. Neven Van Pelt, Ph.D., The Fraser Institute

The Fraser Institute is a research and educational organization based in Canada. They are considered one of the top think tanks in Canada, conducting and publishing peer-reviewed research into critical economic and public policy issues.

As a think tank, they research specific problems, encourage the discovery of solutions to those problems, and facilitate interaction among researchers, scientists, economists, and academics in pursuit of these goals.

Executives Ask for More Time Management Tools

"Our senior executives came to us, asking for more tools to help them manage their time more productively," says Annabel Addington, Fraser's Director of Administration and Human Resources.

When Annabel consulted with Fraser's Executive Vice President, Jason Clemons, he immediately thought of KLR Consulting. "He had worked with Kristi when he was with a previous company, and thought she would be the right choice, not least because she had experience working with nonprofit organizations."

It was reassuring to know that Kristi had the understanding to work with both executives and nonprofits, because, as Annabel points out, "Think tanks can be quite different from other places."

The Fraser Institute

Industry: Nonprofit

Challenges:

- Senior Executive Team was struggling to accomplish tasks in a timely manner
- Think tank environment created some isolation issues

KLR Solutions:

- Facilitate time management workshop
- One-on-one conversations with each executive prior to the workshop
- Time Mastery assessment provided for each participant prior to the workshop
- Flexible facilitation to encourage participation, exchange of ideas and growth.
- Ongoing follow up including calls and additional useful materials.

Benefits of KLR Programs:

- Clear, usable steps
- Better prioritization
- More effective time management
- Increased communication

Multi-pronged, Inclusive Approach

The process KLR used to craft a successful time management session for the Institute included several different elements. Kristi had each executive take Time Mastery assessments to help identify areas of greatest concern, and also scheduled one-on-one conversations with each person before crafting the workshop.

"The individual meetings that Kristi held with us were very valuable. It gave each person a chance to have their concerns heard, and I think it really helped to prepare them to participate fully in the workshop," says Annabel.

Workshop Provides More Than Time Management Tools

"Our executives work solo a lot, just by the nature of the work we do. One of the things that Kristi's facilitation did was to encourage the team to have a greater appreciation for each other's priorities and deadlines."

Annabel continues, "Kristi's workshop allowed colleagues to share their ideas and approaches to time management and encouraged interaction and communication amongst colleagues both during and following the workshop."

"There is no doubt that your work with our team has shown positive results in a very short time period. Even the language people are using has changed – I hear at least three people talk about their 3 priorities for the week."

~ Jason Clemons, Executive Vice President, The Fraser Institute

Communication, Enthusiasm & Measurable Results

Annabel and Jason have both noticed changes. Jason says, "Even the language people are using has changed. I hear at least three people talk about their 3 priorities for the week."

Says Annabel, "People are communicating more with their colleagues so that they know each other's priorities, and they are leaning on each other for help, rather than being siloed. It sets a good example for more junior staff, and people really seem to feel empowered by the

experience." She continues, "Kristi was very easy to work with, and people responded well to her. I think everyone is impressed and appreciative that she is staying in touch and following up with each of them even after the workshop is over."

To learn more about KLR Consulting, visit our website www.klrconsulting.com